

# Summary:

In order to encourage teacher buy in with instructional coaches, making the shift to focus on student data allows the conversation to center on student needs rather than teacher strengths and weaknesses.

---

## Important Points:

- ① Student Data allows Collaborative Development of a goal.
  - ② From the goal, identify specific learning targets to improve student achievement and achieve our overall goal.
- 

Building Buy In.

Center Your Conversations on Student Data. Then, emphasis can be placed on meaningful strategies that are more universal, rather than a quick fix.

Summary: The language a coach uses is often the most effective tool for teachers to grow. Coaches face the challenge in knowing how to talk so teachers listen.

### Important Points for Coaching:

- ① Questioning: How we frame them
- ② Power of "we" - make sure ~~there~~ is a conversation
- ③ Element of Trust
- ④ Eliminate the 'All or Nothing' statements
- ⑤ Give choice

### Concepts to Build Buy-In

- ① Collaboration
- ② Empowerment
- ③ Choice
- ④ Rapport/Trust

★ Summary: Principals' views of instructional coaching impacts the success of coaching initiatives. While some principals mandate participation and try to micromanage the process, others encourage a more collaborative/organic coaching cycle.

★ most important for our coaching:

- collaborative relationship
- align with district goals
- always room to learn: Teachers → administration

★ Concepts for buy-in: As educators we need to

① Utilize the supports available to coaches to meet the ever-changing demands placed upon us.

② Coaching is support NOT remediation.

③ Start with willing partners for teacher buy-in.

④ Celebrate success!!!

## Sentence Summary:

- The role of coaching has grown.
- New approaches of coaching has allowed more opportunities for coaches to work collaboratively with teachers.

## Important Points:

- Coaches modeling practices that meet the PA Core Standards.
- Trust needs to be established between coaches and teachers. This can be accomplished when teachers take the role of observer and <sup>one</sup> observed.
- Content-Focused coaching provides the ability to work more effectively with teachers.
- Culture needs to be created so that everyone is viewed as lifelong learners.

How we use concepts  
to build buy-in:

SUMMARY: SIX TRAITS of Effective Coaches are self-Awareness, Honesty, Sincerity, Competence, Reliability, Intention. Being self-aware and at the same time Other Centered can build a Healthy Coaching Community.

MOST IMPORTANT POINTS: Consistency and Trust  
The more consistency & trust you put in the bigger the Payout.

Build Buy In: Inspire Trust, Clarify purpose,  
Align systems, Unleash talent.

① Learning Walks are non-evaluative opportunities for teachers and administrators to see and reflect on classroom activities. These are used to establish School-wide goals

② \* Non-Evaluative

\* School/District wide goals

\* building collaborative culture

\* builds Common Language around instruction and Common Practices.

③ build buy-in by:

- Stressing the non-evaluative nature

- helps improve instruction

- provides safe way to take instructional risks

- Coach Models for walks by other teachers